MOUNTVILLE

Director of Enterprise Safety



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ABOUT MOUNTVILLE

Founded in 1963 and headquartered in a newly renovated facility in LaGrange, Georgia, Mountville is a leading manufacturer of commercial, residential, and promotional floor mats serving customers across North America.

Today it is a roughly $300 million privately held, family-owned, multi-site manufacturer with a strong balance sheet and a long runway for organic growth and M&A. A recent investment in ERP infrastructure is positioning the company to scale with greater discipline and operational rigor.

The culture is values-driven and pragmatic, guided by three principles: do the right thing, do what is best for the customer, and drive improvements and innovation.

> *Mountville's Why is to create opportunities that elevate those they serve: their people, their customers, their business partners, and their environment.*

1963
YEAR FOUNDED

$300M+
ANNUAL REVENUE

Multi-Site
MANUFACTURING FOOTPRINT

Family-Owned
OWNERSHIP STRUCTURE



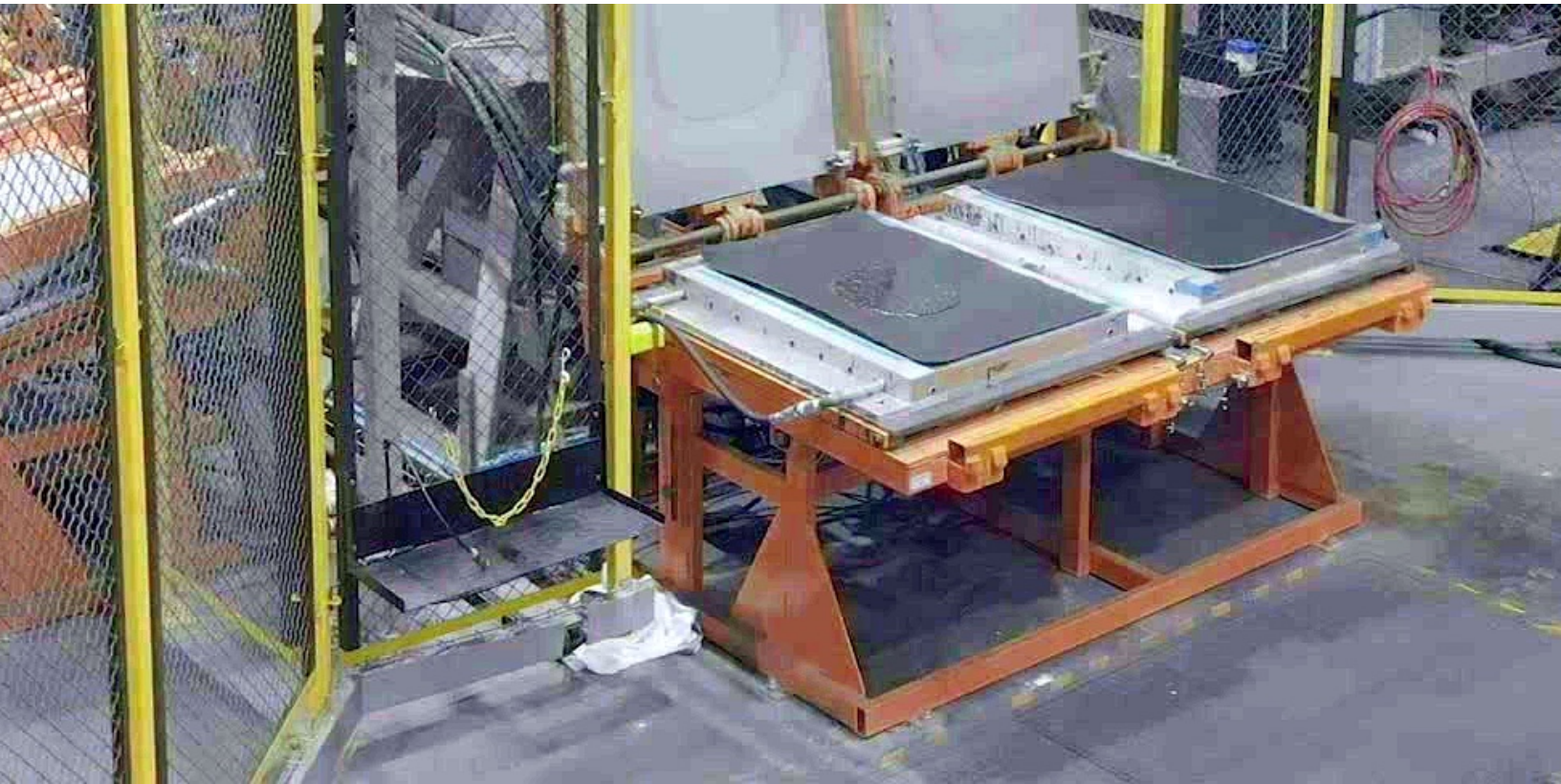
THE OPPORTUNITY

Due to continued enterprise growth, Mountville's leadership team has decided that the timing is right to add a Director of Enterprise Safety. This is one of a small number of new corporate roles created to round out the leadership team building the Mountville Operating System, on a model the company already trusts: an enterprise standard is designed and deployed while each plant retains ownership of its people and its numbers.

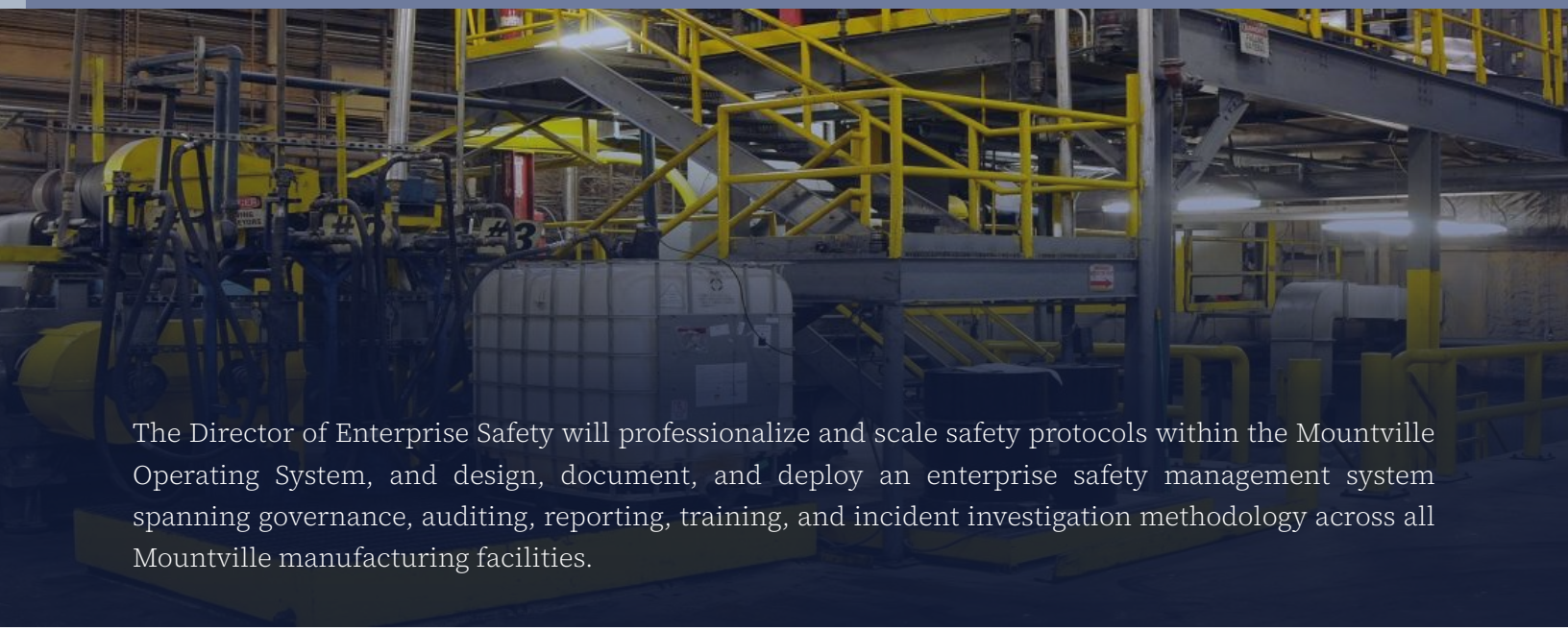
Today, safety at Mountville is a story of good instincts without an enterprise framework. Operations and HR leaders, along with safety committees and safety champion networks, convene monthly to review incidents, reportables, and observation cards. Spend on safety is disciplined, and the large majority of incidents are minor. Even so, the company's total recordable incident rate sits in the 3.5 percent range, a number higher than leadership desires, driven largely by that same category of minor recordable.

What is missing today is not effort but architecture: a scalable, repeatable enterprise safety platform that every plant can plug into, rather than practices that live and die with individual site leaders. Reporting to COO Michael Coffing, the Director of Enterprise Safety will build and deploy that platform, establish guardrails, standards, and reporting rigor, and grow, over time, a small team of dedicated safety professionals embedded at the plants.

> *Build the platform. Help the plant leaders own the outcome.*



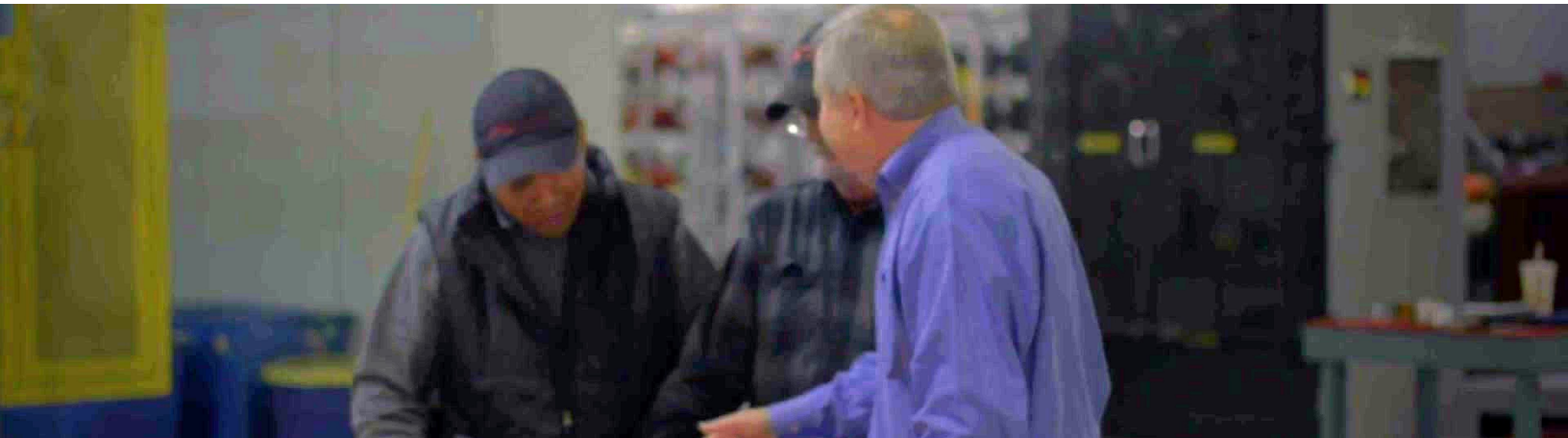
THE ROLE



The Director of Enterprise Safety will professionalize and scale safety protocols within the Mountville Operating System, and design, document, and deploy an enterprise safety management system spanning governance, auditing, reporting, training, and incident investigation methodology across all Mountville manufacturing facilities.

KEY RESPONSIBILITIES

- Reduce Mountville's total recordable incident rate by addressing the root causes behind the strains and minor incidents that drive the bulk of today's recordables.
- Build and lead a team of plant-based safety professionals in a matrixed structure, administratively reporting to their plant managers and functionally coached and standardized by this role, mirroring the model already working for Mountville's quality function.
- Establish clear guardrails, standards, and scorecards so every plant executes against the same safety framework, while preserving each plant's ownership of its people and its numbers.
- Strengthen and standardize existing safety committees, safety champion networks, and observation card programs, connecting them to a single enterprise reporting cadence in place of today's ad hoc monthly ops and HR incident calls.
- Partner with plant managers as a trusted advisor and coach rather than an enforcer, building credibility through relationships and results instead of positional authority.
- Contribute to the broader Mountville Operating System being built across quality, safety, and manufacturing.



THE IDEAL CANDIDATE

This is a character hire first and a technical hire second. Mountville is looking for someone curious and supportive, who wants to help build something. Deep safety credentials are a must, paired with the temperament to earn trust through coaching and relationships rather than positional authority.



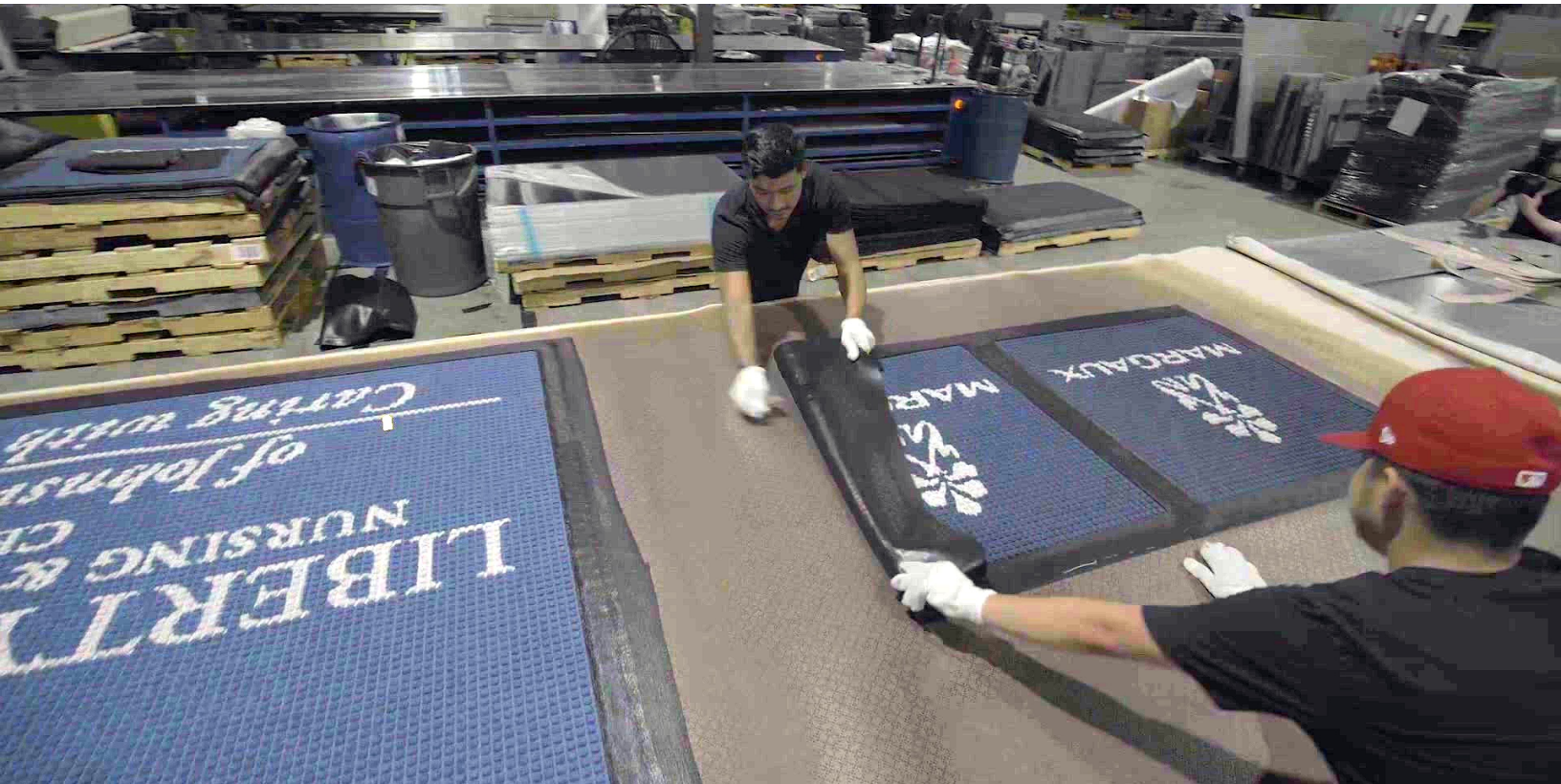
EXPERIENCE AND QUALIFICATIONS

PROFESSIONAL QUALIFICATIONS

- Seven or more years of progressive experience in environmental, health, and safety leadership within a manufacturing or industrial environment, ideally across multiple sites.
- Demonstrated success designing and deploying enterprise safety management systems, including governance, auditing, training, and incident investigation methodology.
- A track record of measurably reducing recordable incident rates and building proactive, leading-indicator safety cultures rather than purely reactive, lagging-indicator programs.
- Experience building and coaching safety talent in a matrixed or dotted-line organizational structure.
- Working knowledge of OSHA recordkeeping and reporting requirements and other relevant regulatory frameworks.
- Bachelor's degree preferred; safety certifications such as CSP or ASP are a plus.

PERSONAL CHARACTERISTICS

- Comfortable operating in a matrixed structure where plants retain ownership of their people and their metrics, with a natural lean toward a collaborative, plant-led model.
- A genuine culture builder who earns trust through collaboration and coaching rather than mandate, and who is comfortable operating as a strategic partner rather than a compliance enforcer.
- Curious and supportive rather than dogmatic, more interested in understanding why a plant does something a certain way than in mandating change on day one.
- Connects daily safety work to the company's broader Operational Excellence strategy and can easily articulate why it matters.





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